

Patrol Officer Recruitment

The City of Berlin is now accepting applications for police officer.

To Schedule Testing

To reserve a spot for testing;

First-submit an application to the Berlin Police Department

Second- contact Captain Nathan Roy at 603-752-3131, ext. 133 or nathanroy@berlinpolice.org.

Selection Process Steps

Initial Phase

1. Written Exam (arithmetic, grammar, comprehension, and report writing; passing score is 70%)
2. Physical Agility test (must pass prior to receiving a Conditional Offer of Employment)
3. Oral Board (panel interview)

After completing the Oral Board, candidates may be considered for a Conditional Offer of Employment. After receiving a Conditional Offer of Employment, candidates will move on to the Final Phase of the hiring process.

Final Phase

4. Background Investigation
5. Polygraph Exam
6. Psychological Examination
7. Interview with the Chief of Police
8. Physical Exam

All officers hired by the Berlin Police Department are on probationary status for a 12-month period from their date of hire. Certified officers have a probationary period of six months.

Fitness Test

We utilize the same physical fitness standards used by the New Hampshire Police Standards and Training Council to determine admission to the New Hampshire Police Academy. The physical agility test is based on the [Cooper Aerobics Institute](#) standards. For the Full-time Police Officer Academy you must pass at least the 35th percentile on both the entrance and exit tests. The Part-time Officer Academy and Law Package Students must pass at least the 35th percentile on the entrance test (there is no exit test). ******Do not attend Physical Ability Testing without having practiced the test. A vast majority of applicants underestimate the difficulty of the test and are not successful. ******

MALES				FEMALES			
Age	1.5 Mile Run	Sit Ups	Push Ups	1.5 Mile Run	Sit Ups	Push Ups	
						Modified	Full Body
18-29	12:53	37	27	15:14	31	22	14
30-39	13:24	33	21	15:58	24	17	10
40-49	14:07	28	16	16:46	19	11	8
50-59	15:20	22	11	18:37	12	10	--
60-69	17:11	18	9	20:46	5	4	--
70-79	19:39	18	9	22:20	5	4	--

Sit-ups must be performed within 60 seconds, in the proper form. Participants start lying on their back, fingers interlaced behind the head, and feet secured by a helper. With the fingers remaining interlaced, the participant must use core strength to sit-up, touching their elbows to the top of the knees or beside the knees. When returning to the down position, shoulders must touch the ground. The buttocks must remain in contact with the ground at all times, and resting can only be done in the up position.

Push-ups are untimed and maximum effort. The participant will start in the up position and can only rest in the up position. The participant will place their hands just outside shoulder width, and must remain in the same position throughout the test. The participant must remain in a strict plank position during the entire test. A complete push-up is when the shoulders are level with the elbows and then returning to fully extended arms. During rest, the strict plank position must be maintained.

The 1 ½ mile run is conducted outdoors except in very extreme weather.

Selection Disqualifiers:

- Inappropriate** body art, tattoos, intentional scarring or mutilation that would be visible while wearing a short sleeve uniform.
- Manufactured, transported for sale, or sold a controlled substance.
- Use of a controlled substance while employed in a law enforcement capacity.
- Been dishonorably discharged from military service.
- Been convicted of a felony.
- Been convicted of a misdemeanor involving dishonesty, unlawful sexual conduct, physical violence, controlled substances, moral turpitude, or any offense which would cause a reasonable person to doubt the applicant's character, honesty, or ability.
- In most cases, illegal marijuana use with 12 months of application, or illegal use of other controlled substances within 3 years of application, can be a disqualifier. Please inquire with Captain Roy prior to scheduling testing if either of these apply to you.

The Berlin Police Department welcomes applications from both certified (lateral) and non-certified candidates. Certified candidates currently employed as full-time police officers are exempt from the written exam but participate in all other phases of testing.

Salary & Benefits:

Current starting base pay for police officers is up to \$52,852 annually for uncertified candidates.

Vacation: 80 hours annually after 1 year
 120 hours annually after 5 years
 160 hours annually after 12 years
 200 hours annually after 17 years
 240 hours annually after 23 years
 Accrue 8 hours per month to a maximum of 800 hours.
 20% employee co-pay
 12 paid holidays (13 every two years)

Sick Leave:

Medical Insurance:

Holidays:

****Certified Police Officers may be eligible for assistance in buying-out an existing contract.**